



Agenda

QUALITY OF LIFE
COMMITTEE MEETING
VIRTUAL MEETING: [YOUTUBE.COM/CITYOFSANTAFE](https://www.youtube.com/c/cityofsantafe)
WEDNESDAY, JUNE 3, 2020
5:00 P.M.

1. CALL TO ORDER
2. ROLL CALL
3. APPROVAL OF AGENDA
4. APPROVAL OF CONSENT AGENDA
5. APPROVAL OF MINUTES FROM MAY 20, 2020 QUALITY OF LIFE COMMITTEE MEETING
6. CONSENT AGENDA
 - a. Consideration of Bill No. 2020-__ : An Ordinance Amending Section 5-13.3 to Correct a Reference Citation. (Councilor Lindell) (Jesse Guillen, Legislative Liaison: jbguillen@santafenm.gov, 505-955-6518)

COMMITTEE REVIEW:

City Council (request to publish) (scheduled): 6/10/20

Finance Committee (scheduled): 6/15/20

City Council (public hearing) (scheduled): 7/8/20

7. BUDGET OVERVIEW
(Mary McCoy, Finance Department Director: mtmccoy@santafenm.gov, 505-955-6171)
(INFORMATIONAL ONLY)
8. CITY OF SANTA FE GOVERNMENT REIMAGINED SURVEY RESULTS
(Kristine Mihelcic, Constituent and Council Services Director: kmmihelcic@santafenm.gov, 505-955-6846)
(INFORMATIONAL ONLY)
9. MATTERS FROM STAFF



Agenda

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10. MATTERS FROM THE COMMITTEE
 11. MATTERS FROM THE CHAIR
 12. NEXT MEETING: June 17, 2020
 13. ADJOURN

RECEIVED AT THE CITY CLERK'S OFFICE

DATE: May 27, 2020

TIME: 3:17 PM

**SUMMARY OF ACTION
QUALITY OF LIFE COMMITTEE MEETING
WEDNESDAY, June 3, 2020 – 5:00 PM**

<u>ITEM</u>	<u>ACTION</u>	<u>PAGE</u>
1.CALL TO ORDER	The meeting of the Quality of Life Committee was called to order at 5:00 pm by Chair Romero-Wirth via virtual meeting (https://www.youtube.com/user/cityofsantafe) Wednesday May 20, 2020.	1
2.ROLL CALL	A quorum was established with roll call.	1
3.APPROVAL OF AGENDA	Approved	1
4.APPROVAL OF CONSENT AGENDA	Approved	1,2
5. APPROVAL OF MINUTES FROM May 20, 2020 QUALITY OF LIFE COMMITTEE MEETING	Approved as amended	2
6. CONSENT – ACTION CALENDAR		
a. Consideration of Bill No. 2020-__ : An Ordinance Amending Section 5-13.3 to Correct a Reference Citation. (Councilor Lindell) (Jesse Guillen, Legislative Liaison: jbg Guillen@ santafenm.gov, 505-955-6518)	Approved	2
BUDGET OVERVIEW (Mary McCoy, Finance Department Director: mtmccoy@santafenm.gov, 505-9556171) (INFORMATIONAL ONLY)	Discussion Only	2-7
CITY OF SANTA FE GOVERNMENT REIMAGINED SURVEY RESULTS (Kristine Mihelcic, Constituent and Council Services Director: kmmihelcic@santafenm.gov, 505-955-6846) (INFORMATIONAL ONLY)	Discussion Only	7-10
9. MATTERS FROM STAFF	None	10
10. MATTERS FROM THE COMMITTEE	None	10
11. MATTERS FROM THE CHAIR	None	10
12. NEXT MEETING: WEDNESDAY, JUNE 17, 2020		10
13. ADJOURN	With all business complete, the Quality of Life Committee adjourned at 6:48 p.m.	10

**MINUTES OF THE QUALITY OF LIFE COMMITTEE MEETING
WEDNESDAY JUNE 3, 2020 – 5:00 PM
VIRTUALLY ATTENDED (<https://www.youtube.com/user/cityofsantafe>)**

1. CALL TO ORDER

The meeting of the Quality of Life Committee was called to order at 5:04 pm by Chair Romero-Wirth via virtual meeting (<https://www.youtube.com/user/cityofsantafe>) Wednesday June 3, 2020.

2. ROLL CALL

Roll call indicated the presence of a quorum as follows:

Members Present:

Councilor Carol Romero-Wirth, Chair
Councilor Christopher Rivera
Councilor Jamie Cassutt-Sanchez
Councilor Renee Villarreal
Councilor Michael Garcia

Members Absent:

Others Present:

Kristine Mihelcic, Constituent Services
Jennifer Faubion, Council Liaison
Erin McSherry, City Attorney
Jarel LaPan Hill, City Manager
Councilor Roman Abeyta
Bernadette Salazar, HR Director
Linda Vigil, Stenographer

NOTE: All items in the Committee packet for all agenda items are incorporated herewith to these minutes by reference. The original Committee packet is on file on the City of Santa Fe Website.

3. APPROVAL OF AGENDA

MOTION: Councilor Villarreal moved to approve the agenda with a second from Councilor Garcia.

ROLL CALL VOTE: Councilors Garcia, Cassutt-Sanchez, Rivera, Villarreal, and Romero-Wirth voted in favor, which passed by roll call vote.

4. APPROVAL OF CONSENT AGENDA

MOTION: Councilor Cassutt-Sanchez moved to approve the consent agenda with a second from Councilor Villarreal.

ROLL CALL VOTE: Councilors Garcia, Cassutt-Sanchez, Rivera, Villarreal, and Romero-Wirth voted in favor, which passed by roll call vote.

5. APPROVAL OF MINUTES FROM MAY 20, 2020 QUALITY OF LIFE COMMITTEE MEETING

Changes/corrections from Councilor Villarreal:

The meeting was not in order according to the posted agenda. With the motion approving the agenda it was mentioned to change the order of discussions to allow the public members time to speak.

Please note the time Councilor Villarreal left the meeting in its proper place and in order.

A new set of minutes will be submitted to the City Clerk to reflect the proper order of the meeting.

MOTION: Councilor Villarreal moved to approve the minutes as amended with a second from Councilor Cassutt-Sanchez.

ROLL CALL VOTE: Councilors Garcia, Cassutt-Sanchez, Rivera, Villarreal, and Romero-Wirth voted in favor, which passed by roll call vote.

6. CONSENT – ACTION CALENDAR

- a. Consideration of Bill No. 2020-__: An Ordinance Amending Section 5-13.3 to Correct a Reference Citation. (Councilor Lindell) (Jesse Guillen, Legislative Liaison: jbg Guillen@santafenm.gov , 505-955-6518)

Item approved on consent.

7. BUDGET OVERVIEW (Mary McCoy, Finance Department Director: mtmccoy@santafenm.gov , 505-9556171) (INFORMATIONAL ONLY)

Chair Romero-Wirth would like to skip over the budget overview presentation since it was presented to the two other Committees this week. Chair Romero-Wirth would like to dive into the bridge plan, which will get them through the end of June when the furloughs expire. They will need to discuss the FY 21 pay plan options.

Chair Romero-Wirth also wants to discuss the survey in the next agenda item to gather the answers about service levels.

Chair Romero-Wirth explained there are options; one is to extend the furloughs for two months, four hour furloughs across the board if they chose either one of those they need to consider

cutting salary of the twenty-one Directors 15% has been suggested. They are in a different position now, the virus is still among us. If they can, the furlough can actually be done but they will need staff to open the facilities.

City Manager LaPan Hill states they have made some progress during the last day. Things are evolving and changing. Now there is some more flexibility. There have many emails asking about the opening of facilities with limited capacity because of the health order in place.

Chair Romero-Wirth states if they had the four-hour furloughs that would allow them some hours for staff to get the facility re-opened with some time for sanitation. She is not sure how many facilities would be wise to open because they will need to limit the number of people allowed in.

Ms. LaPan Hill would like to get general feedback.

Councilor Garcia explained he is not in favor of continuing with the current furlough structure. The challenge is there are folks eligible for unemployment, but then there are some that make too much money, which means they were still going to see a 40% reduction in their pay. To have them go through these last two months and two more months with a 40% reduction in pay is unacceptable. Will that be four pay periods total?

Ms. McCoy states that is correct. It would be beginning July 11 through September 4.

Councilor Garcia ran some numbers for five pay periods. For clarification last night, he asked for an equitable eight hours across the board, he would also ask for twelve hours per pay period. At five pay periods, that was \$1.5 million dollars in savings. Which was more in savings that the plan that was approved. He would like to run numbers with six hours per week. He does not want to look at it as a full day, six hours can be worked out with Department Directors. They need to look at different figures.

Councilor Cassutt-Sanchez is not in favor with the current furlough plan. She thinks the third option and looking at four hours a week across the board and pay cuts for the directors. Her vote would be to make the directors be part of the bridge plan. One goal is to not impact services, some are having a challenge with the four hours. She is concerned with the six hour option that may impact services. Knowing that with the work in the rec centers there will be added time to clean and sanitize that will add hours to the rec centers. She'd like to see the employees get off the sixteen hour furlough sooner rather than later. It is a good temporary plan.

Councilor Villarreal missed the end of the meeting last evening. Did they run numbers bridge plan with both furloughs and directors cut? Was it just a discussion or did they run the numbers.

Ms. McCoy can share the information on the screen.

Councilor Villarreal would like to see it. She will not be in favor extending the furloughs. She would consider four hour furloughs but it would have to be in combination with the pay cut.

Ms. McCoy added in another option to the third option. The screen shows the savings on salaries as well as benefit savings. The columns shows the percentage and dollar of annual salary it impacts, the number of employees it will impact and the salaries and benefits savings total.

Ms. McCoy explained the savings for the scale option has a savings of \$10.3 million.

Councilor Villarreal asked if this option was for the pay plan in 2021.

Ms. McCoy states that is correct. She will e-mail the option out to the Councilors. They took the example Councilor Cassutt-Sanchez described, the first 15% furlough or pay cut for Directors and the remainder for City employees and they cost it out. The proposal would be to have a 15% temporary pay decrease or six hour furlough for Director's which is equivalent to \$17,600 thousand savings. The four hour option and 10% pay decrease in the form of a furlough for all employees for four pay periods would be \$70,300 thousand. For four hours across the board, there would be 940 employees with a cost savings of \$236, 000 for four pay periods. Combined they would be over \$1 million for the two month periods beginning July 11 and ending September 4.

Councilor Villarreal does not like to consider those savings. In terms of filling the budget gap, does the amount fits the needs when they were first contemplating furloughs.

Chair Romero-Wirth explained the bridge plan would be a different period of time. The last furlough was the last FY. It is a different budget, the last furlough was the last FY there was a stay at home order for the rec center. They could continue it or change it now that there is more flexibility. The virus is still with us, the question is how to deal with it before the next FY.

Councilor Villarreal was thinking of the amount of savings and the amount needed to fill the gap. What was the amount for the current furlough?

Ms. McCoy explained it was \$1.4 million.

Councilor Villarreal thanked Ms. McCoy for breaking down the numbers.

Chair Romero-Wirth explained what they do in the bridge period will help with the deficit in the coming FY. This would be \$1 million in a \$100 million, they are looking at the new reality and the economy is opening up. They could open up a rec center or two then they would have work for City employees and they can look at changing the furlough plan.

Ms. McSherry explained what they don't save during the bridge period that will be additional saving that have to be made during the remainder ten months of the FY.

Councilor Cassutt-Sanchez states it will help with the shortfall. They will have to make up the cost somewhere. What was the total for the plan?

Ms. McCoy explained how she broke it down in two pieces. One with the 15% decrease or furlough and the other with the four hour furlough across the board.

Councilor Cassutt-Sanchez asked if they go with the furlough rather than the pay cuts for Director's will that change the benefits number. Ms. McCoy does not think it will change, she defers to Ms. McSherry.

Ms. McSherry states it is based on their pay. Overall it would be the same. Councilor Rivera wants to make it clear the numbers they are looking at are for the next Fiscal year. The bridge plan needs to be the more pressing focus.

Councilor Abeyta asked when they considered the sixteen hour furlough there were some employees that didn't have to report or telecommute. Will they still have that situation during the bridge period?

Ms. LaPan Hill states there are some jobs not able to be at home. There is no longer COVID leave. In the future if they bring it back, there are areas where they are not keeping up with the workload. Perhaps the staff can be reassigned to other departments.

Councilor Abeyta has received some comments in emails. There are some that don't have to report at all. If it is fair and equitable, then the furlough 4-6 hours makes sense. He asks them to be cognizant of that. The youth programs and high schools cannot have their summer camps with the current health order. They cannot scrimmage right now, they can swim and that is even limited. There is this perception that kids are allowed to go in as normal.

Councilor Cassutt-Sanchez asked Councilor Abeyta for clarification for swimming. The kids are allowed to lap swim in one lane with a time limit. Councilor Abeyta states that is correct.

Chair Romero-Wirth states the Parking Division is working again.

Councilor Villarreal states at future meetings will they be given a timeline when the rec centers will open and the parameters of when they do open.

Ms. LaPan Hill states they are working diligently on a plan. Perhaps next week's vote will be more instructive they will tie it in together. It will all be a modified and the youth portion will be a challenge.

Councilor Villarreal there is certain information the staff will need and if there are procedures it would dictate how much staff they will need. The public may not even be able to access the facilities. The swimming pool staff is really digging in and they know of things that work and how to open up.

Chair Romero-Wirth explained the ability to open safely and the budget, which will dictate whether they have the money to open. Some of the facilities may have to stay closed for an

extended period of time while they deal with deficits. They are still going to have to identify the service areas to get them to the proper level.

Chair Romero-Wirth states for next week's plan there is not a lot of interest in extending the current furloughs. They will need to cut the Director's salary. Hopefully that is enough direction to bring to the Governing Body.

Chair Romero-Wirth states there is another option in the packets. One thing she is concerned about, these are options but have not shown impact on service levels. They are not in a position to vote on the options until they see that. There seems to be support for option one.

Ms. Salazar discussed option one, the differences between the two tiers are so significant they could have employees who report to tiers below making more than the person they report to. That would be an example of inversion. There could be a challenge with someone in the same job classifications that will have inequity.

Councilor Garcia asked if there are any current cases of inversion.

Ms. Salazar explained because there are so many long term city employees because the percentages are different based on the tiers. It would be significant and not commensurate to the level of responsibility and job duties. This will take it to a different level.

Councilor Cassutt-Sanchez one thing that concerns her is if someone is making \$35,000 then 10% they drop to \$31,000 but if someone making \$34,00 they stay there. That is happening on the lower pay scale. She is looking at those who make \$35,000 and below to exclude them from the pay cut. She is curious to see a way to see the sliding scale.

Councilor Rivera states there was discussion on option one, have the recommendations from last night's meeting morphed into option three?

Ms. McCoy states option three was the information requested from Councilor Villarreal. From Councilor Vigil-Copper they added the benefits portion. Those were the only changes.

Councilor Rivera states there is not an option that doesn't require some kind of furlough or pay cut.

Ms. McCoy states they are facing a \$100 million dollar decline in revenue and affects the general fund, it is difficult to imagine a scenario that didn't involve some type of furlough or pay decrease going into the September through June 30.

Chair Romero-Wirth explained they are going to have to look at a reduction in force.

Ms. McCoy states they will have to review the reductions in services. Contracted services or directly provided by the City.

Councilor Rivera states in HR they are going to have to draw the line and there is going to be employees that are affected differently than others. Unless there is a scenario that won't.

Ms. Salazar explained the ranges 20-24 they will have to draw the line they will continue to look at that. The unions will be required to be involved.

Ms. McSherry stated when they worked on the police increases there was a contemplated across the board increase. They may not end up with what they plan on.

Councilor Rivera asked if they can make it clear to the employees that the pay cuts temporary.

Ms. McSherry stated that is correct.

Councilor Abeyta thinks option one and three are complicated many of them are AFSME Union employees. There will be many making less than other union employees do. The union has fought hard for them to be where they are. They will take some work to negotiate.

Chair Romero-Wirth states they will need to look at those in the bigger brackets who may have certifications. For instance, engineers can make more money in the private sector. In the presentation there is a slide showing LANL's growth with drive construction sector ten percent of Santa Fe's economy. They may have that competition to think about in the future.

Councilor Villarreal asked if they included the public safety in the scenarios.

Ms. McCoy states they included BDD, SFPD and SFFD.

Councilor Garcia asked for clarification on the slides for who the two different level of employees are.

Ms. McCoy explained the tiers and directors. Things will expand and contract.

Councilor Rivera asked what the 10% equates to. Ms. McCoy explained it is for a four hour furlough.

Chair Romero-Wirth thanked the staff for helping with this, and for presenting this information. They will continue the conversation as they move forward.

8. CITY OF SANTA FE GOVERNMENT REIMAGINED SURVEY RESULTS (Kristine Mihelcic, Constituent and Council Services Director: kmmihelcic@santafenm.gov , 505-955-6846) **(INFORMATIONAL ONLY)**

Ms. Faubion explained how they went about organizing the survey. It was an online survey to ask about the essential services the City provides. There was a Spanish version, it was opened later because it needed to be translated.

There were some limitations. There wasn't a lot of time to conduct a random sample survey. This type of survey is not representative of the underlying population. Knowing that, it is why they asked demographic questions. Given all the limitations it was a success. There was around 5,500 responses.

The sub-samples were large enough to be representative of the demographics to draw conclusions. Now there is a data set for a starting point. They can use them for weighting and to monitor how they performed reaching different groups. Now they know they can track the progress. The data was all public. It can be helpful for community organizations.

Councilor Villarreal asked about the technicality of sub-samples. How is that representative?

Ms. Faubion stated it isn't, given how large the subsample is they weight the response and make them more within the data set so it accounts. She has not run the numbers yet. They can pull the conclusions out.

Councilor Villarreal states the last administration did a survey about resident's priorities or interests were.

Ms. Faubion states they learned a lot from this, with the data they will know how to improve. Ms. Faubion discussed the ages of those who took the survey. She compared it to the census data.

Councilor Villarreal asked about the census data.

Ms. Faubion states they used that as the most credible population data and it is the most accurate data they can get.

Councilor Villarreal asked when the last census was done. Ms. Faubion states it was in 2018.

Ms. Fabioun discussed the household size data. The survey was also broken down by district. Districts 1 and 2 had the most responses. There was a majority of County residents who answered the survey. Districts 1 and 3 are overrepresented.

Councilor Villarreal asked if the 23% that live in the County does that reduce the participation pool to 4,000? Ms. Faubion stated yes that is correct. Which was ok, they can be accounted for since they use the City services often.

Councilor Villarreal does it state which County? There are many commuters that come from surrounding areas.

Ms. Faubion states they can include that information in the next survey.

Ms. Mihelcic states that is the reason why the demographic question was included. They will also turn on the location feature in the next survey.

Ms. Faubion discussed the ethnicity portion of the survey. The majority is Hispanic but only accounted for 17% of the survey.

The results showed day to day operations was the highest option selected. Services and City employee salaries were second and third. Basic City services was within the top selection of importance. The least importance were supporting community events.

Ms. Faubion discussed the approach to facility closures, which was a blended response. The most important capital/infrastructure improvement projects were the roads and intersections. The least important were the special projects.

Ms. Faubion reviewed the city employee related cost saving was reviewed. The reduction of the Mayor and Councilors salaries were voted the most. Second was the employee salaries and benefits.

The City maintenance services were placed in order of importance. Curbside trash and recycling was the most important. Street maintenance was the second most important. Under community services library services and homelessness was the most important. The others were in the middle. Under economic development it showed people are interested in supporting the local business owners. Transit and alternative mobility showed the walkability portion was important. The Santa Fe Pick Up was the least important. Parks and Recreation was a mixed bag. Tourism was interesting and it was noted this was answered by the older population.

Arts and culture was the general events it was more equal. Public engagement came in high under and City Council participation came in pretty high.

Chair Romero-Wirth thanked her for the work to get them started. *Chair Romero-Wirth lost connection.*

Ms. Faubion states she will distribute the data and will post it.

Councilor Villarreal states she saw a percentage break down with tourism. She remembered the numbers being reversed.

Ms. Faubion pulled the information off the survey. She isn't sure why it looks so confusing.

Councilor Rivera states many problems like that are on surveys. It is how the question is placed. He is happy how this was presented.

Chair Romero-Wirth stated some of these things the community may not understand.

Councilor Cassutt-Sanchez thanked her for the presentation. Is there way to randomize the questions?

Ms. Faubion states there are ways to get around it. She will look into it.

Councilor Cassutt-Sanchez had a question from a constituent, how many of the surveys were from non-City Employees versus City Employees.

Ms. Faubion showed the ethnic groups across the districts. It is important to recognize the groups where there is a poor history of engaging with.

Councilor Rivera states they have to rely on the respondent to tell them where they live. Ms. Faubion states they will work on the location for the next survey.

Chair Romero-Wirth thanked them for the work they have done.

9. MATTERS FROM STAFF

None.

10. MATTERS FROM THE COMMITTEE

None.

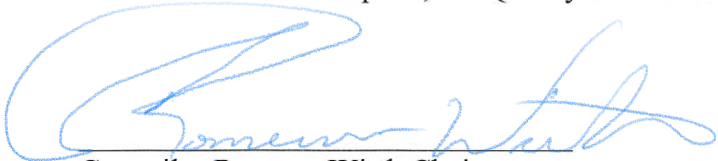
11. MATTERS FROM THE CHAIR

None.

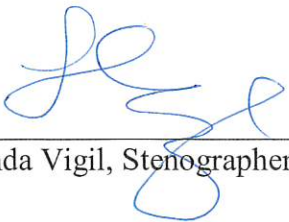
12. NEXT MEETING: June 17, 2020

13. ADJOURN

With all business complete, the Quality of Life Committee adjourned at 6:48 p.m.



Councilor Romero-Wirth Chair



Linda Vigil, Stenographer